

What is the role of the Personnel Advisory Board?

The Personnel Advisory Board is composed of seven people that the Governor appoints and the Senate confirms.

The Board issues regulations that govern all aspects of the merit system of personnel administration and the uniform pay and classification of all agencies under the Governor.

The Director of the Division of Personnel is the Secretary to the Board. The Board holds a public meeting on the second Tuesday of each month. The Board takes up what the Director has put on the agenda.

The Board also decides appeals from:

- A. Merit agency employees who are dismissed, demoted involuntarily with cause, and suspended without pay for more than five working days;
- B. Non-merit agencies employees who are dismissed and whose agencies have not adopted appeal procedures substantially the same as the Board's; and
- C. Employees who claim to have been disciplined for engaging in "whistleblowing" under section 105.055, RSMo 2000.

A hearings officer holds a trial-type hearing at which the employer-agency and the employee present evidence. The hearings officer reports the evidence to the Board and recommends a decision approving or disapproving the action taken against the employee. The Board considers the appeals in a closed portion of its monthly meeting. The Board decides by a majority vote to approve or disapprove. The losing party may have a state court review the decision.

The Board also decides appeals from:

- A. The Director's decision to deny an employee's application to take an examination,
- B. The Director's decision on an applicant's claim of unfair treatment in the examination process,
- C. The Director's removal of an eligible from a register.

The Board may, but is not required to, hold a hearing on these appeals. The losing party may file an action in court.